



Information for Applicants for the Position of  
**SUPERINTENDENT**  
**Williams Unified School District**

### THE POSITION

Are you seeking a school district with a family atmosphere and a culture of caring, where the work you do will make a difference? Do you value an active lifestyle with access to every imaginable outdoor activity, while providing easy access to urban centers? Will you thrive in a close-knit rural community with a clear sense of place?

Do you enjoy visiting classrooms, seeing children learn and working with great teachers and a remarkable support staff? Are you a highly qualified educator, with a track record of improving schools?

If so, the Board of Education of the Williams Unified School District invites you to apply for the position of District Superintendent.

### PROFESSIONAL PROFILE

Williams Unified School District seeks a superintendent who:

- Will put students first and make decisions with the best interests of students in mind
- Enjoys being on campus and will be visible there often
- Has an engaging personality and is a people person
- Will take time to learn about the various cultural aspects of the Williams community
- Has a clear understanding of a predominantly Hispanic community
- Will engage in community activities and will take a leadership role when appropriate
- Has been very successful in previous leadership roles
- Is known for leading improvements in teaching and learning
- Is known to value the opinion of educators and carefully implement programs, avoiding the "program of the month" syndrome
- Is a communicator, practicing two-way communication--listening as well as informing
- Will honor the achievements of the past while leading to future progress
- Appreciates teachers and understands the challenges they encounter
- Sees parents as partners
- Will genuinely engage and communicate with all segments of the community
- Has experience with diverse populations, including migrant families.
- Admits mistakes and learns from them
- Holds self accountable and others accountable as well
- Has broad experience in education and life
- Has a reputation of building strong, positive relations with bargaining units
- Will build solid relationships with teachers and other employees, students, parents and the community
- Values various pathways that students might take for their future
- Supports CTE programs and will engage with the various ag related organizations at Williams HS, including FFA and the Cadet Program
- Has a track record of sound fiscal management
- Has delivered clear results as a strong instructional leader who will maintain and improve the student achievement gains made in the District
- Has a heart and can bring a vision
- Is collaborative and easy to work with while being able to make tough decisions in a timely manner

## PERSONAL PROFILE

Williams Unified School District seeks a superintendent who:

- Has strong human relations skills and is a “people person”
- Is a learner and learns willingly from others
- Is honest and transparent in all dealings and has a reputation for integrity
- Will enjoy working in a rural, agrarian community
- Is approachable and makes herself/himself available to all
- Believes in the value of teamwork and collaboration
- Will roll up his/her sleeves and help out wherever needed
- Enjoys interacting with children of all ages
- Brings joy to the work
- Works hard while finding time for personal wellness
- Will commit to a multi-year tenure

## DESIRED EDUCATION/EXPERIENCE

- Masters degree or higher with a record of continuous learning
- K-12 Education experience in California
- A strong fiscal background and understanding of the budget
- A record of focusing on students and improving achievement in a diverse community
- Bilingual skills highly desirable

## SELECTION PROCESS

The Board of Education has retained Consultants Rich Fischer and Tom Changnon of Leadership Associates to recruit qualified candidates, who will screen applications and recommend candidates to the Board for interviews and further consideration. The Board will have the opportunity to review all applications submitted. Any contact with board members, in an attempt to influence the selection process, will be considered a breach of professional ethics. Finalists will have an opportunity to familiarize themselves with the community and schools. Board members reserve the right to visit the District and communities of a candidate prior to a final decision.

## SALARY AND CONTRACT

The salary will be competitive and based upon qualifications and experience. A multi-year contract will be considered.

## APPLICATION REQUIREMENTS

To be considered, the candidate must provide:

- A letter of application
- A fully completed application form
- A resume
- Three letters of recommendation
- Verification of degrees and credentials (finalists only)

*All materials will be acknowledged and treated confidentially*

## THE DISTRICT

The Williams Unified School District has a proud heritage dating back to the early 1900s. Many Williams residents are graduates of Williams High School, as are their parents and grandparents. All five school board members are Williams High School alumni, along with a significant number of district employees.

WUSD serves approximately 1,345 TK-12 students. Demographically, the district is 95.6% Hispanic, 2% White, and 2% Other. The district operates four schools: a TK-3 Elementary (396 ADA), a 4-6 Upper Elementary (266 ADA), a 7-12 Junior/Senior High School (554 ADA), and a 10-12

Continuation High School (6 ADA). All schools and the district office are located together on a 48-acre site northwest of the center of town.

Close to 45% of WUSD students are English Learners. The district is funded through the Local Control Funding Formula (LCFF) and various state and federal grants that support high-quality instruction, student learning, and the social-emotional well-being of all students.

## **THE COMMUNITY**

The City of Williams, with a population of approximately 5,538, is located along the Interstate 5 and Highway 20 corridors, about one hour north of Sacramento. The community offers a quieter, rural lifestyle with convenient access to outdoor recreation and cultural opportunities throughout the region. Williams is an agricultural community, with rice and tomatoes among its major crops. The city's demographic makeup is approximately 83% Hispanic/Latino and 17% White.

## **THE BOARD OF EDUCATION**

Cesar Perez, President  
Ramiro Solis, Vice President  
Heather Covarrubias, Member  
Edward Davis, Member  
Kathleen Manor, Member

*Williams Unified School District is an equal opportunity employer.*

## **APPLICATION PROCESS**

To request application materials for the Williams Unified School District Superintendent position, visit <http://www.leadershipassociates.org/active-searches> and select Williams Unified School District.

For other inquiries, contact Penny Pyle, Search Support Specialist, at [ppyle@leadershipassociates.org](mailto:ppyle@leadershipassociates.org).

**Applications must be completed and returned via email by 5:00 P.M. on February 27, 2026.**

**Consultants**  
**Rich Fischer and Tom Changnon**

**Leadership Associates**  
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